CLAIMS

What is claimed is:

1.   In a client-server environment, a method for facilitating the management of human resources compliance efforts, the method comprising:

generating a plurality of human resources compliance forms that substantially conform to predetermined legal criteria;

making the plurality of human resources compliance forms available to a client and in an order that is dynamically controlled at least in part by the legal criteria and status data corresponding to the client;

updating, as required, at least one of the plurality of human resources compliance forms to conform with a change in the legal criteria; and

making the updated human resources compliance form available to the client.

2.   A method as recited in claim 1, wherein the plurality of human resources compliance forms includes:

a first rejection letter form;

a second rejection letter form;

a conditional acceptance letter form;

a drug screening authorization form;

background screening authorization form;

a third rejection letter form;

an intent-not-to-hire letter form; and

a new hire document.

3.   A method as recited in claim 1, wherein the predetermined legal criteria and human resources compliance forms correspond to employee hiring.

4.   A method as recited in claim 1, wherein the predetermined legal criteria and human resources compliance forms correspond to employee termination.

5.   A method as recited in claim 1, wherein the predetermined legal criteria and human resources compliance forms correspond to employee training.

6.   A method as recited in claim 1, wherein the predetermined legal criteria and human resources compliance forms correspond to employee compensation.

7.   A method as recited in claim 1, wherein the status data corresponds to at least one of a client characteristic and an employee of the client.

8.   A method as recited in claim 7 wherein generating the human resources compliance forms includes receiving the status data from the client.

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9.   A method as recited in claim 7, wherein the status data is received from a third party.

10.   A method as recited in claim 7, wherein the status data is received from a third party resource.

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11.   A computer program product for use in a client-server environment, the computer program product comprising one or more computer-readable media having computer-executable instructions for implementing a method for facilitating the management of human resources compliance efforts, the method comprising:

generating a plurality of human resources compliance forms that substantially conform to predetermined legal criteria,

making the plurality of human resources compliance forms available to a client and in an order that is dynamically controlled at least in part by the legal criteria and status data corresponding to the client;

updating, as required, at least one of the plurality of human resources compliance forms to conform with a change in the legal criteria; and

making the updated human resources compliance form available to the client.

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12.   In a client-server environment, a method for managing human resources compliance, the method comprising:

receiving an employment application from a job applicant;

accepting the employment application if information provided in the employment application meets predetermined criteria, otherwise, rejecting the employment application;

accessing at least one of a plurality of human resource compliance forms that substantially conforms to predetermined legal criteria,

automatically generating, a first rejection letter by populating at least one data field of the first rejection letter form with information extracted from the employment application, if the employment application is rejected;

notifying the job applicant concerning a job interview, if the employment application is accepted;

automatically generating a second rejection letter by populating at least one data field of the second rejection letter form with information extracted from the employment application, if the job interview is unsuccessful;

automatically generating a conditional acceptance letter by populating at least one data field of the conditional acceptance letter form with information extracted from the employment application, if the job interview is successful;

automatically populating at least one field of each of the drug and background screening authorization forms with information extracted from the employment application;

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automatically generating a third rejection letter by populating at least one data field of the third rejection letter form with information extracted from the employment application, if the drug screen or background screen is unsuccessful;

automatically generating an intent-not-to-hire letter by populating at least one data field of the intent-not-to-hire letter form with information extracted from the employment application, if the drug screen or background screen is unsuccessful; and

automatically populating at least one field of the new hire document if the drug screen and background screens are successful and the job applicant is hired.

13.   A method as recited in claim 12, wherein the plurality of human resource compliance forms includes:

first, second and third rejection letter forms;

a conditional acceptance letter form;

drug and background screening authorization forms;

an intent-not-to-hire letter form; and

a new hire document.

14.   A method as recited in claim 12, wherein the application is received in an electronic format.

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15.   In a client-server environment, a user interface provided by a server for facilitating the management of human resources compliance efforts, the user interface comprising:

a first interface portion configured to provide a client access to a plurality of forms for use in a human resources process, wherein client access to the forms is controlled at least in part by legal criteria governing the human resources process, and wherein at least one of the forms is dynamically updated by the server to reflect changes in the legal criteria;

a second interface portion configured to reflect changes in the legal criteria; and

a third interface portion configured to reflect status data of employees working for the client, the at least one updated form being customized for at least one of the employees based on the status of the at least one employee.

16.   A user interface as recited in claim 15, wherein client access includes the ability of the client to modify data used to populate fields on the forms.

17.   A user interface as recited in claim 15, wherein the forms are customized according to client characteristics.

18.   A user interface as recited in claim 15, further including an interface portion configured to display training materials and to track training progress.

19. In a server system that is in communication with a client system and that has a user interface and access to a store of human resources forms, a method for facilitating management of human resources compliance efforts, the method comprising:

receiving a request from a client to access at least one of a plurality of human resources forms available to the server system;

displaying the requested at least one human resources forms at the client system, the requested at least one human resources forms requesting client status data;

receiving client status data that is entered on the at least one human resources forms at the client system; and

displaying at least one additional human resources forms in an order that is dynamically controlled at least in part by a legal criteria and the entered client status data, at least one of the receiving and displaying processes being performed in connection with the user interface.

20. A method as recited in claim 19, further including updating the at least one human resources forms or the at least one additional human resources forms in response to a change in the legal criteria.

21. A method as recited in claim 20, further including generating and displaying a notice at the client system that notifies the client of the change in the legal criteria.

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22.   A method as recited in claim 19, wherein the requested client status data comprises input regarding an applicant for hire.

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23.   A method for managing human resources compliance for employee compensation, the method comprising:

identifying different legally permissible compensation plans according to legal criteria governing employee compensation;

for a single employee, calculating different employee compensations based on the different legally permissible compensation plans, the different legally permissible compensation plans including:

at least a first compensation plan based on a salary pay schedule; and

at least a second compensation plan based on an hourly rate pay schedule; and

selecting one of the compensation plans conforming to the legal criteria and client needs.

24.   A method as recited in claim 23, wherein calculating different employee compensations includes calculating a regular rate of pay accounting for special incentives received by the employee in addition to a base pay.

25.   A method as recited in claim 24, wherein the selection of one of the compensation plans is based at least in part on whether an employee is overtime exempt under the selected plan.

26.   A method as recited in claim 23, wherein calculating different employee compensations further includes performing compensation analysis.

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27.   A method as recited in claim 26, wherein the compensation analysis is used to determine a desirable compensation for compensating an employee that is paid on commission.

28.   A method as recited in claim 26, wherein the compensation analysis is used to determine a desirable compensation for compensating an employee that is paid by a flat-rate.

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